

KEVIN GUIDRY
Candidate for POLICE JUROR DISTRICT 9

2004-589

4045 Briarfield Lane
Lake Charles, LA 70607

Phone (337) 249-5715
Home Phone (337) 477-4367
Email kevin.guidry@att.net

August 7, 2004

Louisiana Board of Ethics
R. Gray Sexton, Executive Director
2415 Quail Drive, Third Floor
Baton Rouge, LA 70808

Dear Mr. Sexton,

Re: R.S. 27:96(A)(2) & R.S. 27:96(A)(4) all new law ; Act 725 (SB 802 Sen. Mount)

Via: Certified Mail, Return Receipt Requested

On August 4, 2004 I officially submitted my paper work to qualify as a candidate for the Police Juror seat for District 9 in Lake Charles, LA. I am presently a non-key gaming employee as defined by R.S. 27:3(16) of a licensee (Isle of Capri Casino & Hotel) for a period of 9 years.

As stated and requested in R.S. 27:96(A)(4) all new law ; Act 725 I am submitting the enclosed documentation and employment information for review and credibility in the event I am elected to the above named public office:

- 1.) the nature of employment
- 2.) the duration of employment
- 3.) compensation for employment
- 4.) identity of licensee employed by
- 5.) copy of employment contract (does not apply; no written contract)
- 6.) terms of employment

If you anticipate any delay or require anymore information in processing the enclosed information, please notify me as soon as possible. The election is to be held on September 18, 2004.

Thank you for your time, assistance and consideration.

Sincerely,

Kevin Guidry

Kevin Guidry

mgg

Enc: 4

cc: Louisiana Secretary of State Elections Division
Louisiana Gaming Control Board

2004 AUG 10 PM 12:41
LOUISIANA
ETHICS COMMISSION
RECEIVED

2040143

STATE OF LOUISIANA - NOTICE OF CANDIDACY - (Qualifying Form)

2682511

This Notice of Candidacy must be executed before a notary public OR witnessed by two persons who are registered to vote on the office the candidate seeks. If the candidate is serving outside the state with the armed forces of the United States, the Notice of Candidacy shall be witnessed by a commissioned officer in the armed forces of the United States. This Notice of Candidacy must be filed with the appropriate qualifying official. If this Notice of Candidacy is being filed by an agent on behalf of the candidate, the Agent Affidavit required by R.S. 18:463A.(1)(c) shall be filed with the qualifying official.

I, (name) Kevin D. Guidry
 (domicile address) 4045 Briarfield Ln., Lake Charles, LA 70607
 (mailing address, if different) _____
 (telephone - include area code) 337/477-4367

I am the incumbent: N Y=Yes N=No

Statistical Information (OPTIONAL)
 Race: B W=White B=Black O=Other
 Sex: M M=Male F=Female

I HEREBY CERTIFY THAT:

1. I will be a candidate in the Primary Election to be held on September 18, 2004
 for election to the office of Police Juror, District 9

INSTRUCTIONS FOR LINE 2: (Failure to follow these instructions may result in your being disqualified as a candidate)
 R.S. 18:463 provides that you may designate your given, first and middle name, the initial of your given, first and middle name, a nickname, or any combination thereof, but you cannot designate a deceptive name. You cannot designate a title or an occupation or professional description or abbreviation. If your nickname is included, it must be set off with quotation marks and must be placed immediately preceding your surname. You must include your surname in your designation.

2. I designate that my name be printed on the ballot as follows: (titles will not be printed on the ballot)

Kevin Guidry

3. I attach: _____
 (choose one) _____

 OR: _____

 Total Amount Received:
 In the sum of: \$ 230.00
 (includes qualifying fee, plus additional fees, if any)

4. I am a duly qualified elector of the following: Parish: Calcasieu Ward/Dist.: _____ Precinct: 329
 5. My Party affiliation is: D D=Democratic R=Republican O=Not affiliated with a recognized political party
 6. I acknowledge that I am subject to the provisions of the Louisiana Election Campaign Finance Disclosure Act (R.S. 18:1481, et seq.) if I am a candidate for any office other than United States Senator, Representative in Congress, or member of a committee of a political party.
 7. If I am a candidate for the office of governor, I hereby certify that I have attached to this Notice of Candidacy the financial statement as required by R.S. 18:463B.
 8. I certify that I am knowledgeable of the laws governing election offenses and the prohibitions relative to erecting, displaying, or posting political campaign signs on any highway right-of-way, publicly owned property or right-of-way, or to or on any public utility pole or station as provided in R.S. 48:347(D), 30:2544(A), and 18:1470. [R.S. 18:463A.(3)]
 9. I am not currently under an order of imprisonment for conviction of a felony, and I am not prohibited from qualifying as a candidate for conviction of a felony pursuant to Article 1, Section 10 of the Constitution of Louisiana. [R.S. 18:463A.(2)]
 10. I meet the qualifications of the office for which I am qualifying; I have read this Notice of Candidacy; and all of the statements contained in it are true and correct. [R.S. 18:463A.(2)]

WITNESSES:

Signature of Candidate: X

Kevin D. Guidry
 Sworn to and subscribed before me, Notary Public, this 14th day of August, 2004
[Signature]
 Notary Public

NOTICE: Copies of the Agent Affidavit required by R.S. 18:463A.(1)(c) are available from the Clerk of Court or the Secretary of State. Copies of the forms and pamphlets of explanation and instruction which are distributed by the Supervisory Committee on Campaign Finance are available from the Clerk of Court or the Committee.
 Received \$ 115.00 qualifying fee and \$ 115.00 additional fee, OR _____ nominating petition on this 4 day of August, 2004, at 8:44 o'clock A. M.

[Signature]
 Signature of Officer

[Signature]
 Title of Officer

Prepared and furnished by Secretary of State

Approved by Attorney General

07-27-03-20000

Regular Session, 2004

SENATE BILL NO. 802

BY SENATORS MOUNT AND THEUNISSEN AND REPRESENTATIVES PLAVIN,
GEYMANN, E. GUILLORY, JOHNS AND MORRISH

AN ACT

To amend and reenact R.S. 27:96(A), relative to the Louisiana Riverboat Economic Development and Gaming Control Act; to provide with respect to prohibited acts and gaming offenses on riverboats; to provide that certain elected public officials can engage in business activities with a riverboat gaming licensee as a non-key gaming employee under certain circumstances; to provide for notification requirements; to provide for the adoption of rules; and to provide for related matters.

Be it enacted by the Legislature of Louisiana:

Section 1. R.S. 27:96(A) is hereby amended and reenacted to read as follows:

§96. Contracts prohibited; gaming operator; public officials; penalties

A. (1) No elected public official as defined in R.S. 42:1 shall engage in any business activity with a licensee except as a patron, or as a performing professional musician.

~~R.S. 27:96(A)(2) is all new law.~~

(2)(a) An elected public official as defined in R.S. 42:1 who is a member of a governing authority of a parish who was elected to his initial term in 2004, may engage in any business activity with a licensee if he is a non-key gaming employee as defined by R.S. 27:3(16), if such employment commenced at least four years prior to holding elective public office.

(b) An elected public official as defined in R.S. 42:1 who is a member of a school board who took his oath of office for his initial term in 2004, may engage in any business activity with a licensee if he is a non-key gaming employee as defined by R.S. 27:3(16), if such employment commenced at least two years prior to the effective date of this Act.

(1) If the official is a performing professional musician, the official shall give notice to the Board of Ethics and the Louisiana Gaming Control Board not later than five days prior to any performance. If the official is also subject to the Judicial Canons of Ethics, then he must also provide such notice to the judicial administrator of the Louisiana Supreme Court. Such notice shall include but not be limited to the following information: the date, time and location of the performance; the amount of compensation the official has contracted to receive for the performance; and the identity of the person or entity providing compensation to the official. A copy of the contract shall also be attached to such notice. Cash compensation to the official for the performance is prohibited by this Section. The Board of Ethics may promulgate rules to provide for additional information to be included in such notice.

R.S. 27:96(A)(4) is all new law.

(4)(a) If the person has been a non-key gaming employee of a licensee for a period of four years or more prior to holding such public office, the person shall give notice to the Board of Ethics, the Louisiana Secretary of State Elections Division, and the Louisiana Gaming Control Board not later than five days after qualifying for elective public office. Such notice shall include, but not be limited to the following information: the nature, duration, and compensation for said employment; the identity of the licensee for whom the person is employed; a copy of the employment contract if the employment is subject to a written contract, and if not written, a description of the terms of employment between the licensee and the employee. The public official has a duty to supplement responses upon any changes in the information contained in the original notice within thirty days of said change. The Board of Ethics may promulgate rules to provide for additional information to be included in such notice.

(b) In the event a non-key employee who is also an elected official becomes a key employee, as defined by R.S. 27:3(14), such employee shall resign such elective office within thirty days of becoming a key employee. Provided however, no person who lobbies for a licensee can run for elective public office.

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* * *

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Section 2. The provisions of this Act shall become effective on August 1, 2004.

PRESIDENT OF THE SENATE

SPEAKER OF THE HOUSE OF REPRESENTATIVES

GOVERNOR OF THE STATE OF LOUISIANA

APPROVED: _____



July 28, 2004

**RE: Verification of Position and Salary
Kevin Guldry, SS# 436-43-6806**

Dear Sir or Madam:

The above referenced team member holds a full-time position with the Isle of Capri Casino & Hotel in Lake Charles, LA. He has been employed as an Executive Casino Host since July 24, 1995. His current salary is \$64,010 annually.

If you have any questions, please contact me at (337) 430-2164.

Sincerely,

A handwritten signature in cursive script, appearing to read "Sherry H. Grodner".

Sherry H. Grodner, SPHR
Senior Director of Human Resources
Isle of Capri Casino & Hotel



July 21, 2004

To Whom It May Concern:

This is written verification that Kevin Guidry is employed by the Isle of Capri Casinos – Lake Charles, LA. Mr. Guidry is employed as an Executive Casino Host with the company, and has been an employee since the hire date of July 24, 1995.

Furthermore, employment at the Isle of Capri Casinos is in an “at will” state, and a contract of employment does not exist between the Isle of Capri Casinos and Mr. Guidry. To further document the “at will” state of employment, I have enclosed a copy of page 7 of the Isle of Capri Casinos Team Member Handbook. Also, please find the enclosed Executive Casino Host job description for further detailed job duties and functions for Mr. Guidry.

If you should need further information, please feel free to contact me at the below telephone number and/or address.

Sincerely,

Shelley Landry
Human Resources Manager
Isle of Capri Casinos – Lake Charles, LA
100 Westlake Ave
Westlake, LA 70669
Office: (337) 430-2160
Fax: (337) 430-0451

1: POLICY STATEMENTS

This Handbook and any statements of policies and procedures contained in this Handbook do not represent an employment contract between the Company and any team member, either by intent or implication. In the absence of any written employment contract, all members are employed "at will"; this means that either a team member or the Company can end the employment relationship at any time, with or without cause and with or without notice. The Company reserves the right to revise add to, or delete any policies or procedures, without notice.

Employee benefits described in this Handbook are subject to additional terms and conditions described in plan documents, programs and policies. The Company can modify, terminate, add or eliminate an employee benefit plan or program described in the Handbook, subject to any limitations imposed by law.

No supervisor, manager or other representative of the Company has any authority to issue any verbal or written promises, assurances, or contracts that are for any specified length of time or are in conflict with this Handbook without the written, signed approval of the Chairman and/or the President.

Employment Eligibility:

It is the Company's policy to hire and employ only individuals who meet federal and applicable state or local laws governing the employment of minors, and in accordance with the Immigration Reform and Control Act of 1986 (IRCA). Each new hire must be able to certify and show specific evidence prior to employment that:

1. He or she is of legal age to work in a casino, if being hired for a casino-licensed position; and
2. He or she is a citizen or national of the United States; or
3. He or she is a lawfully admitted alien to the United States for permanent residence; or
4. He or she is an alien who is authorized for employment in the United States by the IRCA or an order of the Attorney General.

Applicants for employment will be subject to police background checks, as required for licensing by the respective state licensing and gaming board. In addition, all information provided on the employment application will be subject to verification and referencing.

ISLE OF CAPRI CASINOS, INC.

POSITION DESCRIPTION EXECUTIVE CASINO HOST

STATUS: Exempt

DEPARTMENT: Marketing

APPROVED BY: Robert Boone **DATE:** January 1, 1999

TITLE: Vice President of Human Resources

I. FUNCTION

The Executive Casino Host is responsible for the customer service and retention of VIP players, increasing and managing rated players and assuring that guest have a favorable gaming experience.

II. ORGANIZATIONAL RELATIONSHIPS

A. Line:

1. Responsible to the Director of Player Development or department Manager for successful performance of assigned duties.

B. Staff:

1. Assists and advises other departments and Company personnel, as necessary, to assure the successful performance of their assigned job duties.

III. SPECIFIC DUTIES AND RESPONSIBILITIES

- A. Ensure productivity of the Casino Host Department by providing customer service and recognition to VIP players while working on the Casino floor.
- B. Notify VIP player through telemarketing and letter writing about services available, promotional opportunities, special events, and resolve customer complaints, etc. to assure customer retention and repeat business.
- C. Work special events servicing VIP players. Monitor and adjust performance to local competition.

- D. Review VIP activities and promotional status with Casino Host Manager and Director of Player Development.
- E. Meet with departmental directors and manager as necessary.
- F. Other duties as assigned.

IV. METHODS OF ACCOUNTABILITY

- A. Ability to maintain strict confidentiality relative to financial data and casino policies.
- B. Through various oral and written reports to the Director Player Development.
- C. Through achievement of performance goals.

V. STANDARDS OF PERFORMANCE

- A. Individual Proficiencies
 - 1. Management abilities demonstrated in managing VIP players profitability.
 - 2. Public relations and customer skills.
 - 3. Maintaining interpersonal working relationships among all personnel.
 - 4. Oral and written communication skills.
- B. Job Performance
 - 1. Obtainment of departmental budget and goals.
 - 2. Effective managing of VIP players, paperwork, and reports.
 - 3. Accuracy in completing assigned duties paperwork and reports in a timely manner.

VI. MENTAL AND PHYSICAL REQUIREMENTS

- A. Ability to analyze and interpret players needs and the results.
- B. Ability to solve complex problems.
- C. Ability to perform assigned duties under frequent time pressure in an interpretive environment.

- D. Knowledge of L.S.I., Player Track System, AS400, Microsoft Word and E.D.I systems.
- E. Knowledge of Alcohol Beverage Control, gaming regulations and Innkeepers laws.
- F. Broad variety of tasks and deadlines requires an irregular work schedule.

VII. EDUCATION, TRAINING AND EXPERIENCE

- A. Five to seven years experience in marketing, sales, and/or gaming with a 4 year degree in a related field of equivalent work experience.
- B. Valid gaming license and Alcohol Beverage Control card.
- C. Complete Isle Style Core training modules within 90 days of initial date of hire.

VIII. WORKING ENVIRONMENT AND CONDITIONS

- A. Office environment.
- B. Casino environment. May include boat and/or floating barge.
- C. High rise hotel and atrium.
- D. Travel by car with occasional travel by plane.
- E. Exposed to smoke, bright lights and noise.

IX. EQUIPMENT AND TOOLS

Telephone
Computer
Copy machine
10 key calculator
Handheld radio
Gaming equipment